



# புதுச்சேரி மாநில அரசிதழ்

## La Gazette de L'État de Poudouchéry

### The Gazette of Puducherry

#### PART - I

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GOVERNMENT OF PUDUCHERRY  
CHIEF SECRETARIAT (EDUCATION)

(G.O. Ms. No. 99, dated 24th August 2010)

#### ORDER

The Government of India, after taking into consideration the recommendations made by the All India Council for Technical Education, New Delhi, have decided to revise the pay scales of Teachers in Polytechnics according to their designations in two pay bands of ₹ 15,600-39,100 and ₹ 37,400-67,000 with appropriate "Academic Grade Pay" (AGP in short). The Lieutenant-Governor is pleased to adopt and implement the scheme of revision of pay scale in Motilal Nehru Government Polytechnic College, Puducherry under the control of the Department of Higher and Technical Education, Government of Puducherry as detailed below.

1. GENERAL.— (1) There shall be designations in respect of Teachers in Polytechnics, namely, Lecturer, Head of the Department and Workshop Superintendent.

(2) The pay of Teachers and equivalent positions in Polytechnics shall be fixed according to their designations in two pay bands of ₹ 15,600-39,100 and ₹ 37,400-67,000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that Teachers and other equivalent cadres covered under this scheme, subject to other conditions of eligibility being satisfied have several opportunities for upward movement during their career.

Revised Pay scales, Service conditions and Career Advancement Scheme for Teachers and equivalent positions :

The pay structure for different categories of Teachers and equivalent positions shall be as indicated below :

**(a) Lecturer in Polytechnics—**

(i) Persons with B.E. / B.Tech. qualification in appropriate branch/discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of ₹ 15,600-39,100 with AGP of ₹ 5,400 and will move to AGP of ₹ 6,000 on completion of Master's Degree in qualification in appropriate branch/discipline.

(ii) Persons with M.Tech. qualification in appropriate branch/discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of ₹ 15,600-39,100 with AGP of ₹ 6,000.

(iii) A Lecturer with completed service of 4 years, possessing Ph.D. Degree in the relevant branch/discipline shall be eligible for moving up to AGP of ₹ 7,000.

(iv) A Lecturer possessing Master's Degree in the relevant branch/discipline as defined for technical education shall be eligible for the AGP of ₹ 7,000 after completion of 5 years service as Lecturer.

(v) Lecturers who do not have Ph.D. or a Master's Degree in the relevant branch/discipline of a program shall be eligible for the AGP of ₹ 6,000 only after completion of 6 years service as Lecturer.

(vi) Lecturers who do not have Ph.D. or Master's Degree in the relevant branch / discipline of a program shall be eligible for the AGP of ₹ 7,000 only after completion of 9 years service as Lecturer.

(vii) The upward movement from AGP of ₹ 5,000 to AGP of ₹ 6,000 and from AGP of ₹ 6,000 to ₹ 7,000 for all Lecturers shall be subject to their satisfying other conditions as laid down by AICTE.

(viii) The pay of the incumbents to the posts of Lecturer (Senior Scale) (*i.e.* the pre-revised scale of ₹ 10,000-15,200) shall be fixed at the appropriate stage in Pay Band of ₹ 15,600-39,100 based on their present pay with AGP of ₹ 7,000.

(ix) Lecturers with completed service of 5 years with the AGP of ₹ 7,000 shall be eligible subject to other requirements laid down by the AICTE to move up to the AGP of ₹ 8,000.

(x) Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of ₹ 12,000-18,300 on 1-1-2006 shall be placed in Pay Band of ₹ 37,400-67,000 with AGP pay of ₹ 9,000 and shall be continued to be designated as Lecturers (Selection Grade)

(xi) Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of ₹ 12,000-18,300 on 1-1-2006 shall be placed at the appropriate stage in the Pay Band of ₹ 15,600-39,100 with AGP of ₹ 8,000 till they complete 3 years of service in the grade of Lecturer (Selection Grade) and thereafter shall be placed in the higher Pay Band of ₹ 37,400-67,000 and accordingly designated as Lecturers (Selection Grade).

(xii) Lecturers (Selection Grade), completing 3 years of teaching with the AGP of ₹ 8,000 shall be eligible, subject to other conditions, as may be prescribed by AICTE, to move to the Pay Band of ₹ 37,400-67,000 with AGP of ₹ 9,000.

(xiii) Posts of Head of the Department shall be in the Pay Band of ₹ 37,400-67,000, with AGP of ₹ 9,000. Directly, recruited Head of the Department shall be placed in the Pay Band of ₹ 37,400-67,000 with an AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(xiv) Head of the Department (HOD), completing 3 years of service in the AGP of ₹ 9,000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in ₹ 37,400-67,000 with AGP of ₹ 10,000.

(xv) For initial direct recruitment at the level of Lecturers, Head of the Department and Principal, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through regulations.

(xvi) All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs.

**Workshop Superintendent :** Workshop Superintendent is treated at par with Lecturers and is to be considered for upward mobility similar to that of Lecturers.

**Pay scales of Principals in Polytechnics :** Appointments to the posts of Principal in Polytechnics shall be based on the conditions of eligibility in respect of educational qualifications and teaching research experience laid down by AICTE from time to time. The posts

of Principals shall be in the Pay Band of ₹ 37,400-67,000 with AGP of ₹ 10,000, plus a special allowance of ₹ 2,000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of ₹ 10,000 and shall be eligible for a special allowance of ₹ 2,000 per month.

**Pay scales and career advancement scheme for Librarians etc. :**

***Assistant Librarian / College Librarian :***

- (i) Assistant Librarian / College Librarian in the pre-revised scale of pay of ₹ 8,000 -13,500 shall be placed in the Pay Band of ₹ 15,600-39,100 with AGP of ₹ 6,000.
- (ii) All the conditions of eligibility and academic qualifications laid down by the AICTE shall be applicable for direct recruitment of Assistant Librarian/College Librarian.

***Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) :***

- (i) The posts of Assistant Librarian (Senior Scale)/College Librarian (Senior scale) in the pre-revised scale of pay of ₹ 10,000-15,200 shall be placed in the Pay Band of ₹ 15,600-39,100 with AGP of ₹ 7,000.
- (ii) Assistant Librarian / College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of ₹ 6,000, and if otherwise eligible as per guidelines laid down by the AICTE shall be eligible for the higher AGP of ₹ 7,000 with in the Pay Band of ₹ 15,600-39,100.
- (iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of 5 years in the AGP of ₹ 6,000, if otherwise eligible as per guidelines laid down by the AICTE, shall become eligible for the higher AGP of ₹ 7,000.
- (iv) After completing service of 6 years in the AGP of ₹ 6,000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil., shall, if otherwise eligible as per guidelines laid down by the AICTE, move to the higher AGP of ₹ 7,000.
- (v) The pay of the existing Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) in the pre-revised scale of pay of ₹ 10,000-15,200 shall be fixed in the Pay Band of ₹ 15,600-39,100 with AGP of ₹ 7,000 at an appropriate stage based on their present pay.

***Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) :***

- (i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of ₹ 15,600-32,100 with AGP of ₹ 8,000 initially at the time of recruitment.

- (ii) On completion of service of 5 years, Assistant Librarian (Senior Scale) /College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/equivalent posts in Pay Band of ₹ 15,600-39,100, with AGP of ₹ 8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree or equivalent published work etc., for Deputy Librarian) as laid down by the AICTE. They shall be designated as Deputy Librarian/Assistant Librarian (Selection Grade) College Librarian (Selection Grade) as the case may be.
- (iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.
- (iv) After completing 3 years in the Pay Band of ₹ 15,600-39,100 with an AGP of ₹ 8,000, Deputy Librarian/equivalent positions shall move to the Pay Band of ₹ 37,400-67,000 and AGP of ₹ 9,000, subject to fulfilling other conditions of eligibility laid down by the AICTE.
- (v) Assistant Librarian (Senior Scale) in Universities / College Librarians (Senior Scale) / College Librarian (Selection Grade) in the AGP of ₹ 7,000 not possessing Ph.D. in Library Science or equivalent published work, but who fulfill other criteria prescribed by the AICTE, shall also be eligible for being placed in the AGP of ₹ 8,000.
- (vi) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) who have completed the three years in the pre-revised pay scale of ₹ 12,000-18,300 on 1-1-2006 shall be fixed at an appropriate stage in the Pay Band of ₹ 37,400-67,000 with an AGP of ₹ 9,000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade).
- (vii) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) who have not completed requirement of three years in the pre-revised pay scale of ₹ 12,000-18,300, for being eligible to be placed in the higher Pay Band of ₹ 37,400-57,000 shall be placed at an appropriate stage with AGP of ₹ 8,000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).
- (viii) Pay in regard to the directly recruited Deputy Librarian shall be initially fixed in the Pay Band of ₹ 15,500-39,100 with AGP of ₹ 8,000. They shall move to the Pay Band of ₹ 37,400-67,000 with AGP of ₹ 9,000 after completing three years of service in the AGP of ₹ 8,000.

- (ix) The existing conditions of eligibility and academic qualifications prescribed by the AICTE shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

***Incentive for Ph.D./M.Tech. and other higher qualification :***

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment to persons possessing the Degree of Ph.D., awarded in the relevant discipline by a university following the process of registration, course work and external evaluation as prescribed by UGC.
- (ii) M.Phil. Degree holders at the time of recruitment to the post of Lecturer shall be entitled to two non-compounded advance increments.
- (iii) Those possessing Post-Graduate degree in a professional course such as M.Tech. in relevant branch/discipline recognised by a Statutory University shall also be entitled to two non-compounded advance increments at the entry level.
- (iv) Teachers who complete their Ph.D. Degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant branch / discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course work and evaluation etc.
- (v) However, Teachers in service who have been awarded Ph.D. at the time of coming into force of this scheme or having been enrolled for Ph.D., have already undergone course-work; if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified.
- (vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university recognised by UGC.
- (vii) Teachers who acquire M.Phil. Degree or a M.Tech. Degree in a relevant branch / discipline recognised by a Statutory University while in service, shall be entitled to one advance increment.
- (viii) Five non-compounded advance increments shall be admissible to Assistant Librarian/College Librarian who are recruited at entry level with Ph.D. Degree in the discipline

of Library Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.

- (ix) Assistant Librarian / College Librarian and other Library Personnel acquiring the Degree of Ph.D. at any time while in service, in the discipline of Library Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and valuation shall be entitled to three non-compounded advance increments.
- (x) However, persons in posts of Assistant Librarian /College Librarian or higher positions who have been awarded Ph.D. in Library Science at the time of coming into force of this scheme or having been enrolled for Ph.D. Library Science have already undergone course-work, if any, as well as evaluations and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (xi) In respect of every other case of persons in the posts of Assistant Librarian/College Librarian or higher positions who are already enrolled for Ph.D., shall avail the benefits of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the UGC for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (xii) Assistant Librarian/College Librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (xiii) Two non-compounded advance increments shall be admissible for Assistant Librarian /College Librarian with M.Phil., Degree in Library Science at the entry level. Assistant Librarian /College Librarian and those in higher positions acquiring M.Phil., Degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

- (xiv) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./M.Tech. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this scheme.
- (xv) For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Tech. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./M.Tech. shall be available to only those appointments which have been made on or after the coming into force of this scheme.

**Pay Scales and Career Advancement Scheme for Physical Education Personnel :**

**(a) Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE).**

- (i) The Assistant Director of Physical Education / College DPE in the pre-revised pay scale of ₹ 8,000-13,500 shall be placed in the Pay Band of ₹ 15,600-39,100 with an AGP of ₹ 6,000.
- (ii) Pay of incumbent Assistant Directors of Physical Education / College DPE shall be fixed at an appropriate stage in the Pay Band of ₹ 15,600-39,100 with an AGP of ₹ 6,000, in accordance with the 'fixation formula' of the 6th Central Pay Commission.
- (iii) All existing conditions of eligible and academic qualifications laid down by the AICTE shall continue to be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.

**(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) :**

- (i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of ₹ 10,000-15,200 shall be placed in the Pay Band of 15,600-39,100 with AGP of ₹ 7,000.
- (ii) Assistant Directors of Physical Education (Senior Scale)/College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of ₹ 6,000 shall, after completing service of four years in the AGP of ₹ 6,000, and if otherwise eligible as per guidelines prescribed by the AICTE, move to higher AGP of ₹ 7,000 in the Pay Band of ₹ 15,600-39,100.
- (iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil., in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of ₹ 6,000 shall, after completing service of five years in the AGP of ₹ 6,000, eligible for the higher AGP of ₹ 7,000.



- (iv) Assistant Directors of Physical Education/College DPEs without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant Director of Physical Education /College DPE in the AGP of ₹ 6,000, and if otherwise eligible as per guidelines prescribed by the AICTE, be eligible for being placed in the AGP of ₹ 7,000.
  - (v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/College DPE (Senior Scale) shall be fixed in the Pay Band of ₹ 15,600-39,100 at an appropriate stage in the AGP of ₹ 7,000, as per the 'fixation formula' of the 6th Central Pay Commission.
- (c) Deputy Director of Physical Education /Assistant Director of Physical Education (Selection Grade) / College Director of Physical Education (Selection Grade) :**
- (i) After completing service of five years in the Pay Band of ₹ 15,600-39,100 with the AGP of ₹ 7,000 and subject to satisfying other eligibility conditions laid down by the AICTE, Assistant Director of Physical Education (Senior Scale) /College DPE (Senior Scale) shall move to AGP of ₹ 8,000 in the Pay Band of ₹ 15,600-39,100. They shall be designated as Deputy Director of Physical Education /Assistant DPE (Selection Grade) / College DPE (Selection Grade), as the case may be.
  - (ii) After completing service of five years in the Pay Band of ₹ 15,600-39,100 and the AGP of ₹ 8,000 and subject to eligibility laid down by the AICTE, Deputy DPE/ Assistant DPE (Selection Grade) /College DPE (Selection Grade) shall move to the Pay Band of ₹ 37,400-67,000 with the AGP of ₹ 9,000. They shall continue to be designated as Deputy DPE /Assistant DPE (Selection Grade) /College DPE (Selection Grade).
  - (iii) All incumbents to the post of Deputy DPE/Assistant DPE(Selection Grade) /College DPE (Selection Grade) who have completed service of at least three years in the pre-revised pay scale of ₹ 12,000-18,300 as on 1-1-2006 shall be eligible to be fixed in the Pay Band of ₹ 37,400-67,000 with AGP of ₹ 9,000.
  - (iv) All incumbents to the post of Deputy DPE/Assistant DPE(Selection Grade) /College DPE (Selection Grade) whose services in the pre-revised pay scale of ₹ 12,000-18,300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of ₹ 8,000 in

the Pay Band of ₹ 15,600-39,100 till they complete the required service of three years as Deputy DPE/Assistant DPE(Selection Grade) /College DPE (Selection Grade) in the pre-revised pay scale.

- (v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of ₹ 8,000 in the Pay Band of ₹ 15,600-39,100 and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band of ₹ 37,400-67,000 with AGP of ₹ 9,000.

## 2. OTHER TERMS AND CONDITIONS :

### ***Increments :***

- (i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower pay scale to higher pay scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of ₹ 15,600-39,100 to the Pay Band of ₹ 37,400-67,000.

***Pay 'fixation formula' :*** The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for Polytechnic Teachers and equivalent positions in the Library Cadres and for Physical Education Personnel.

### ***Allowances :***

- (i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance area based Special Compensatory Allowance etc. as applicable to Teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1-9-2008.
- (ii) For Polytechnic Technical Teachers in AICTE approved Institutions and equivalent positions in Library as defined by AICTE, the rates of allowances as applicable to Central Government Group - A employees shall be adopted.

- (iii) Polytechnic Technical Teachers in AICTE approved Institutions and equivalent positions in Library as defined by AICTE, with visual, orthopaedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th Central Pay Commission for Central Government Employees with disabilities.

**Study leave :** AICTE shall revise its guidelines in respect of granting study leave with pay for acquiring M.Tech. and Ph.D., in the relevant branch /discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for Teachers and other cadres in Technical Institutions, so that a Teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

**Sabbatical leave for Teachers :** To encourage interface between technical education and industry a Faculty member in Polytechnic Institutions, should be given a sabbatical leave for six months for working in an industry after the completion of six years of teaching. Such leave, however, shall be available to a Teacher only twice in his/her teaching career.

**Research promotion grant :** AICTE shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'star up grants' to teachers and other cadres taking up research in all disciplines including basic science as recommended by "Prof. M.M. Sharma Committee on Strengthening of Basic Science Research".

**Pension :**

- (i) For Teachers and other cadres in AICTE approved institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government Employees shall be applicable.
- (ii) In view of the new pension scheme effective from 1-2-2004, no new cases of conversion to pension scheme shall be allowed.

**Family pension :** Family pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth Central Pay Commission shall be available to Teachers in Technical Institutions who are eligible for such pension at present.

- (i) **Additional quantum of pension to senior pensioners :** The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th Central Pay Commission for senior pensioners of the Central Government shall be extended to persons who were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in AICTE approved institutions.
- (ii) **Gratuity and encashment of leave :** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th Central Pay Commission for Central Government employee shall be extended to Teachers and other cadres in AICTE approved institutions.
- (iii) **Exgratia compensation :** Families of Teachers and other cadres who die in performance of their *bona fide* duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

***Provident fund :***

- (i) In view of the present policy in regard to Contributory Provident Fund, the *status quo* shall continue.

***Consultancy assignments :*** AICTE shall work out a suitable model, for which the models of revenue sharing between institutions and Consultant-Teachers prevailing in the Indian Institute of Technology, Indian Institute of Management and other institutions may be taken into consideration.

***Anomalies of the last Pay Review Committee :*** Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the AICTE in consultation with the Ministry of Human Resource Development.

***Other recommendations of Pay Review Committee and AICTE :*** Recommendations made by the Pay Review Committee and the AICTE in regard to the various selection processes, service and working conditions, training/refresher courses etc. shall be considered appropriately by AICTE with the approval of the Central Government, wherever required, or under the Council's Regulations in accordance with the provisions of the AICTE Act.

***Grant of professional development :***

- (i) New faculty entrants may be given a one-time start up grant of ₹ 1 lakh for purchase of computers, teaching material including books, research aids and office furnishings, etc. Existing Teachers may also be provided incentive grants up to ₹ 1 lakh for purchase of computer including grants for upgradation or purchase of teaching material including books and research aid.

- (ii) All Teachers may be given a grant up to ₹ 1 lakh on reimbursement basis for a period of three years towards acquiring the membership of Professional Societies and for participating in national/international conference/workshops, etc.

***Applicability of the scheme:***

- (i) This scheme shall be applicable to Teachers in Technical Institutions and other equivalent cadres of library and for Physical Education Personnel in all the AICTE approved institutions. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as regulations to be framed by the AICTE in this behalf.
- (ii) This scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers, etc. who shall be treated at par with similarly qualified personnel in research / scientific organisations of the Central Government.
- (iii) This scheme may be extended to all Polytechnic / Technical Institutions coming under the purview of State Legislatures.
- (iv) The entire liability on account of revision of pay scales etc. of Polytechnic Teachers shall be that of the State Government.

State Governments, taking into consideration of other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this scheme, and may give effect to the revised bands / scales of pay from a date on or after 1-1-2006. However, appropriate steps to achieve the goals and objectives of Ministry of Human Resource Developments "Sub-Mission on polytechnics" may be taken.

***Date of implementation of revised pay and allowance and payment of arrears:***

- (i) The revised pay and revised rates of Dearness Allowance under the scheme shall be effective from 1-1-2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport allowance, Children's Education Allowance etc. and the non-compounded advance increments shall take effect from 1-9-2008.
- (ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year *i.e.* 2010-11, after deduction of admissible income-tax.
- (iii) An understanding shall be taken from every beneficiary under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band /Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to

the beneficiary in the same manner as provided in this Ministry's O.M. No. F. 23-7/2008-IFD, dated 23-10-2008, read with Ministry of Finance (Department of Expenditure) (O.M.No. F. 1-1/2008-IC dated 30-8-2008).

- (iv) The revised pay in the relevant Pay Band and the AGP together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this scheme pending issue of Regulations by the AICTE.
- (v) Anomalies, if any, in the implementation of this scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development and AICTE, for clarification.

2. This issues with the concurrence of the Finance Department *vide* their I.D.No. 582/2010/F1(A), dated 10-6-2010.

(By order of the Lieutenant-Governor)

**M. GUNASEKARAN,**

Under Secretary to Government (Education).

#### ANNEXURE

#### FITMENT TABLES FOR FIXATION OF PAY OF THE EXISTING INCUMBENTS

**TABLE – 1**

- (i) Incumbent Lecturer
- (ii) Incumbent Assistant Librarian/College Librarian
- (iii) Incumbent Assistant Director of Physical Education/College Director of Physical Education.

<b>Pre-revised scale</b> ₹ 8,000-275-13,500 (Group A entry)	<b>Revised Pay Band + AGP</b> ₹ 15,600-39,100+ AGP 6,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440

(1)	(2)	(3)	(4)
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

TABLE – 2

- (i) Incumbent Lecturer [Formerly Lecturer (Senior Scale)]
- (ii) Incumbent Assistant Librarian (Senior Scale)/College Librarian (Senior Scale).
- (iii) Incumbent Assistant Director of Physical Education (Senior Scale)/College Director of Physical Education (Senior Scale).

Pre-revised scale	Revised Pay Band + AGP		
₹ 10,000-325-15,200	₹ 15,600-39,100 + AGP 7,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630

(1)	(2)	(3)	(4)
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

**TABLE – 3**

- (i) Incumbent Lecturers (Selection Grade) with less than 3 years of service.
- (ii) Incumbent Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) with less than 3 years of service.
- (iii) Incumbent Deputy Director of Physical Education, Assistant Director of Physical Education (Selection Grade)/College Director of Physical Education (Selection Grade) with less than 3 years of service.

Pre-revised scale	Revised Pay Band + AGP		
₹ 12,000-420 -18,300	₹ 15,600-39,100 + AGP 8,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140



(1)	(2)	(3)	(4)
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390

**TABLE - 4**

- (i) Incumbent Lecturers (Selection Grade) with 3 years of service.
- (ii) Incumbent Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) with 3 years of service.
- (iii) Incumbent Deputy Director of Physical Education/Assistant Director of Physical Education (Selection Grade)/College Director of Physical Education (Selection Grade) with 3 years of service.

Pre-revised scale	Revised Pay Band + AGP		
₹ 12,000-420 -18,300	₹ 37,400-67,000+ AGP 9,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

TABLE – 5

- (i) Incumbent Principal  
(ii) Incumbent Librarian (University)  
(iii) Incumbent Director of Physical Education (University)

<b>Pre-revised scale</b>	<b>Revised Pay Band + AGP</b>		
₹ 16,400-450-20,900-5,500-22,400 (S27 and S29)	₹ 37,400-67,000 + GP 10,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

TABLE – 6

Incumbent Principals of Under Graduate Colleges

<b>Pre-revised scale</b>	<b>Revised Pay Band + AGP</b>		
₹ 12,000-420-18,300 (minimum to be fixed at ₹ 12,840)	₹ 37,400-67,000 + AGP 10,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400

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(1)	(2)	(3)	(4)
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700

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